1880

Object: *1880 Enumerator's Oath*

In order to best serve the people living in this country, the Census Bureau has always embraced the hiring of a diverse workforce representative of their local communities. Although these efforts began earlier, they really ramped up during the 1880 Census, when trained enumerators replaced U.S. marshals as the field staff. The U.S. Census Bureau understood that it was best to hire people from the communities they would count, and in 1880, these new enumerators included women and a significant number of minorities for the first time. These temporary employees would swear an oath, and sign a card testifying that they would abide by the laws governing the census, under penalty of law. This diversity of hiring also included employees in the regional and headquarters offices, where women and minorities generally worked as clerks or in the tabulation divisions.

Throughout the following decades as the United States experienced increased immigration and expanded into Alaska, the Pacific, and the Caribbean, census officials continued to hire people representative of the communities they counted. In some cases, such as Cuba and other former Spanish territories, census work not only embraced hiring local supervisors, but also influenced the rapid integration of women into the workforce. This outlook and staffing policy created one of the most representative and diverse workforces in the federal government. In the years following the creation of a permanent Census Bureau in 1902, women made up half of the workforce, and notable employees included academics and civil rights activists like W.E.B. DuBois, who wrote a report for the 1900 Census. By 1920, there were a number of women and minorities serving in managerial positions as well.

In the 1960s, as racial segregation began to be dismantled in the United States, the Census Bureau not only continued to hire minorities, but for the 1970 Census began specific outreach programs to reach undercounted populations. Examples include the hiring of African-American sports stars who not only spread the importance of being counted to receive representation and support, but also helped enumerators and supervisors reach neighborhoods and audiences that would otherwise have been inaccessible.

People with disabilities have also long been included in the census workforce. Francis Amasa Walker, the director of the 1870 and 1880 Censuses, and himself a former veteran and prisoner-of-war during the Civil War, ensured that disabled veterans received special consideration for census jobs. As the census became more complex in the late 19th century, a larger office force became necessary to compute and

compile census reports. This led to more openings for people with disabilities. In 1902, Alexander Graham Bell worked on the report for the blind and deaf, and in addition to reworking the process to be more considerate of those with disabilities, he hired several statisticians and workers from Gallaudet University, a university for the deaf with which he had close connections. Eventually, the Census Bureau fell under several mandates, such as the 1947 Executive Order 9644, which facilitated the hiring of disabled veterans, well before the national implementation of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

Final Population Count: 50,189,209